

INTISARI

Seorang karyawan yang memiliki kinerja yang tinggi dan baik dapat menunjang tercapainya tujuan dan sasaran yang telah ditetapkan oleh perusahaan. Kinerja adalah hasil kerja secara kualitas dan kuantitas yang dicapai oleh seorang karyawan dalam melaksanakan tugasnya sesuai dengan tanggung jawab yang diberikan kepadanya. Karyawan dapat bekerja dengan baik apabila memiliki kinerja tinggi sehingga dapat menghasilkan pekerjaan yang baik pula. Dengan adanya kinerja yang tinggi yang dimiliki karyawan, diharapkan tujuan organisasi dapat tercapai. Pentingnya kinerja yang dicapai oleh karyawan mengarahkan peneliti untuk mengetahui variabel-variabel yang dapat mempengaruhi kinerja karyawan. Penelitian ini menguji pengaruh budaya organisasi, motivasi kerja, dan kompensasi terhadap kinerja karyawan. Data diperoleh melalui pembagian kuesioner kepada responden karyawan divisi marketing pada PT. Adira Dinamika Multi Finance Sidoarjo.

Teknik pengambilan sampel menggunakan *sampling* jenuh dimana semua anggota populasi digunakan sebagai sampel yang telah ditentukan dan responden yang ditetapkan sebanyak 55 responden/karyawan divisi marketing. Data yang diperoleh tersebut selanjutnya dianalisis dengan menggunakan Uji Regresi Berganda serta Uji Hipotesis.

Hasil pengujian statistik pada variabel-variabel yang diteliti dalam penelitian ini menunjukkan bahwa variabel budaya organisasi, motivasi kerja dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan variabel dominan didapatkan pada variabel budaya organisasi.

Kata Kunci: Budaya Organisasi, Motivasi Kerja, Kompensasi dan Kinerja Karyawan

ABSTRACT

An employee who has high and better performance can support the achievement of goals and objectives which has been set by the company. The performance is the result of work both quality and quantity which has been achieved by an employee in running his tasks in accordance with the responsibilities which has been given to him. Employee can work properly when he has high performance so he can generate proper job as well. It is expected that the organizational goals can be achieved by high performance employee. The importance of the performance which has been achieved by the employee has brought the researcher to find out some variables which can influence the performance of the employee. This research examines the influence of organizational culture, work motivation and compensation to the employee performance. The data has been obtained by using the distribution of questionnaires to the employees as the respondents in the marketing division of PT. Adira Dinamika Multi Finance Sidoarjo.

The sampling technique has been done by using saturation sampling in which all members of the population are applied as samples which has been determined and the numbers of the respondents who has been determined are 55 respondents/employees of the marketing department. The data which has been obtained is analyzed by using multiple regressions test and hypothesis test.

The result of statistics test on some variables which are examined in this research shows that the variables of organizational culture, work motivation and compensation have positive and significant influence to the employee performance, and it has been obtained that organization culture is the dominant variable.

Keywords: organizational culture, work motivation, compensation and employee performance.